CUTKD code of conduct

Introduction:

In order to enable CUTKD to be a safe and inclusive space for everyone we set out certain expectations of conduct for our members.

We hope that all members will abide by the five tenets of taekwondo: courtesy, integrity, courage, perseverance and indomitable spirit.

Affiliations:

Cambridge University Taekwondo society is registered under the University of Cambridge Proctors. This code of conduct is in addition to, and by no means replaces, colleges' rules, Proctor regulations, society constitution and British Taekwondo guidelines.

Standard of behaviours:

Members of CUTKD are solely responsible for their conduct when participating in the society's activities or representing the society in any competitions/events. Members **must** therefore:

- Respect the rights, dignity and values of others;
- Operate within the rules of the sport.
- Treat facilities, staff and students at the University of Cambridge and other institutions with respect and abide by any rules that may apply;
- Be aware of how their actions may be perceived by others;
- Maintain high standards of personal behaviour at all times;
- Conduct themselves in a reasonable manner relating to offensive language and temperament
- Refrain from any form of bullying or harassment of others. Harassment is any offensive conduct based on a person's race, sex, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion or any other status protected by law.
- Respect the decisions of officials, making all appeals through the appropriate formal process and respecting the final decision;
- Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination. If witnessed, members should report such behaviour. This can be done by talking to our designated welfare officer or any member of the committee. If you feel more comfortable doing so, there is an Anonymous Report form on our website where you can submit any concerns for our welfare officer to act on;
- Refrain from the use of and involvement with illegal substances at all times.
- Not act in an unlawful manner;
- Not encourage or pressure others into acting against the code;
- Understand the repercussions of any breaches of this Code of Conduct.

Members are also expected to comply with the following norms of respectful behaviour at Taekwondo training:

- members will bow upon entering and leaving the dojang (training hall)
- members will show respect to their instructor and seniors
- members will bow appropriately at the start and end of each session
- members will treat club property with respect

Safe practice:

CUTKD is strongly committed to encouraging members to take part, but the health, well-being and safety of each individual is always our paramount concern. The Club will therefore take all reasonable steps to ensure that all its activities are safe in line with the Club Safety Policy [https://cutkd.soc.srcf.net/safety-statement/].

Members should always train in a safe manner. All members are expected to:

- Take reasonable care for their own health and safety and that of others who may be affected by what they do or not do.
- Understand their own physical limits and comfort zones, to not exceed these so as to cause injury to themselves and/or others
- Communicate with instructors and/or training partners if adjustment is needed
- Cooperate with the club on health and safety issues.
- Correctly use all equipment, either provided by yourself or the club, always wearing gear appropriate to the intensity of training that they are carrying out .
- Not interfere with or misuse anything provided for your health, safety or welfare.
- Ensure that they update the club and coaches with any medical information or changes to emergency contact details.

Publication and social media:

CUTKD wishes to promote the club positively both within the University and externally. It recognises that its publications, online, print and social media are important tools in recruiting new members and engaging with alumni and potential sponsors. It is the responsibility of all CUTKD members to manage their personal social media presence responsibly. As such, all members are responsible for ensuring that they:

- Refrain from publishing comments about other clubs, players or judges and any controversial or potentially inflammatory subjects.
- Avoid hostile or harassing communications in any posts or other online communications.
- Identify all copyrighted or borrowed material with citations and links. When publishing direct paraphrased quotes, thoughts, ideas, photos or videos, give credit to the original publisher or author.
- Review responses to online posts and resolve any concerns before they are posted.

Any photographic or video representations of members should not be stored and/or transmitted in any format without their prior consent. Such consent may be verbal or written and can be withdrawn at any point in time.

Social Events

Social functions form an important part of a club's activities. CUTKD is committed to ensuring that all students are able and encouraged to participate in student activities in an atmosphere free from discrimination or fear. As such, CUTKD will aim to organise a range of social events that are as inclusive as possible. Members should be aware that:

- Participation in any form of social activity is completely optional.
- They must not force others to participate in initiations and/or other social and sporting events run by CUTKD.
- Members must be made aware that they can opt-out of social activities without fear of undue pressure, reprisal or any other form of discrimination at any point.

Anti-Doping

Members of the Club must adhere to the requirements of the World Anti-Doping Agency (WADA) code.

Please note that Team Members could potentially be subject to random testing during competitions, particularly those competing at National Level and above. Club Members caught with banned substances in their system will be subject to disciplinary proceedings.

Breaches of the code of conduct:

Members of CUTKD are responsible for reporting any witnessed breaches of the code of conduct to a committee member. The welfare secretary at the time is the recommended point of contact (you can find their details on the website), however if you would prefer to speak to a different committee member feel free to do so. There is an anonymous online report form available through our website if you would prefer to report such breaches in this way.

The CUTKD complaints and disciplinary procedures, detailed in the Club Constitution [https://cutkd.soc.srcf.net/constitution/], may be applied when a member breaches the Code of Conduct, engages in any activity that adversely affects the smooth running of the Club or brings the club into disrepute.

In the case of serious misconduct, the Club Executive Committee, in consultation with the Senior Treasurer, may suspend a member pending the outcome of an investigation.

Welfare:

If you have any concerns about your welfare or the welfare of another club member, please do tell us. We are here to listen and/or act on any concerns you may have.

The first point of contact if you have any concerns is our welfare officer, please see the committee page on the website to find their details. However, everyone in the committee is willing to listen if you feel more comfortable talking to them. Equally, we have an anonymous reporting system on our website (messages go to our welfare secretary) if you wish to remain anonymous and/or would prefer not to talk in person.

Examples of inappropriate behaviour:

1. Persistently messaging a club member with the intention of pursuing a deeper (perhaps more intimate) relationship, in spite of the member in question clearly objecting to and declining such requests.
2. Inappropriate comments both during and outside of training. These may or may not be of a sexual nature. For example, comments which sexualise the practice of taekwondo.
3. With your sparring partner you agreed to ‘go lightly’ because your partner is afraid of getting injured. In such an event inappropriate behaviour would include kicking too hard and attempting head kicks.